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**POLICE DEPARTMENT  
CITY OF NEW YORK**

27 February, 2009

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From: Police Officer Adrian P. Schoolcraft, Tax No. 931186, Shield No. 12943, Command 081

To: Inspector Thomas Moran, Adjutant, Patrol Borough Brooklyn North

Subject: **APPEAL OF ANNUAL PATROLMAN EVALUATION FOR THE YEAR 2008.**

1. I am writing to respectfully request an appeal of my performance evaluation in accordance with Administrative Guide Procedure No. 303-20.
2. On January 29, 2009, I was shown my Performance Evaluation for the period from December 15, 2007, to December 15, 2008, (a copy of which is attached hereto) and indicated that I wanted to appeal it by clicking on the appropriate box of the Annual Performance Evaluation form.
3. The basis for my appeal is as follows:
  - 3.1. The Appeal contains factual error(s).
    - 3.1.1. Overall rating is factually incorrect. Evaluation reveals a rating of 2.5.
      - 3.1.1.1.1. Performance areas equals 3.75
      - 3.1.1.1.2. Behavior dimensions equals 3.25
  - 3.2. The rater misinterpreted instruction(s).
    - 3.2.1. Evaluation based on lack of alleged "**ACTIVITY**" relating only to arrest and summonses issued. Patrol Guide Procedure 205-48 (governing evaluations) makes no reference to "**ACTIVITY**" levels.

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- 3.3. The evaluation was based on bias or prejudice of the rater.
  - 3.3.1. Performance Evaluator (rater) documents that department E.E.O. according to Patrol Guide Procedure 205-48 was discussed with ratee (Police Officer Schoolcraft), when in fact this did not occur.
- 3.4. The evaluation was completed and based upon OTHER THAN performance factor(s).
  - 3.4.1. Only performance factor(s) prescribed by Patrol Guide Procedure No. 205-48, include officer individual ratings with CPI record, Department recognition, sick record, commendation letters, C.C.R.B. records, and E.E.O. compliance.
- 3.5 Other: The **Rater** (Sergeant Stukes) and **Reviewer** (Deputy Inspector Mauriello) falsified documentation.
  - 3.5.1. Refer to 3.3.1. for falsifying documentation.
4. My appeal was not resolved at the Performance Evaluation **Rater** (Sergeant Stukes) and **Reviewer** (Deputy Inspector Mauriello) level, at meeting on February 25, 2009 at approximately 1520 hours. Attending this meeting were the following:
  - Deputy Inspector Mauriello (Reviewer/Commanding Officer, 81<sup>st</sup> Precinct)
  - Captain Lauterborn (Executive Officer, 81<sup>st</sup> Precinct)
  - Lieutenant Caughey (Integrity Control Officer, 81<sup>st</sup> Precinct)
  - Lieutenant Mascol (Operations Coordinator, 81<sup>st</sup> Precinct)
  - Lieutenant Delafuente (4x12 Platoon Commander, 81<sup>st</sup> Precinct)
  - Sergeant Stukes (Rater)
  - Sergeant Weiss (Assistant Integrity Control Officer, 81<sup>st</sup> Precinct)
  - Police Officer Gonzalez (P.B.A. Delegate, 81<sup>st</sup> Precinct)
5. I understand that I am entitled to a copy of your findings regarding my appeal, within thirty (30) days of receipt of this appeal and interview of the appropriate parties.
6. Submitted for you approval.
7. I ask that you review the following, while considering my appeal:

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- 7.1 All Monthly Performance Report(s) covering date(s) from December 15, 2007 up to and including December 15, 2008.
- 7.2 All Training Record(s) regarding Police Officer Schoolcraft for Performance Evaluation period listed in 8.1.
- 7.3 Police Officer Schoolcraft's Activity Log(s).
- 7.4 All Quarterly Performance Reviews for Evaluation Period, mentioned above.
- 7.5 Calculate and evaluate Police Officer Schoolcraft's actual number of hour(s) available for Enforcement Duty(s).
- 7.6 Any and all documentation, concerning Police Officer Schoolcraft's alleged deficiency(s).

8. STATE OF NEW YORK )  
COUNTY OF QUEENS ) SS:

I, Adrian Schoolcraft, being duly sworn deposes and says that I am the petitioner above-named, and that I have read the above charge(s) consisting of this and 2 additional page(s), and am familiar with the fact(s) alleged herein, which I know to be true, except as to those matters alleged upon information and belief, which matters I believe to be true.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Subscribed and sworn to before me

On the 27<sup>th</sup> Day of February, 2009

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Signature of Notary